

Succession Planning

Who will be your board's next chair?

Simon Richards

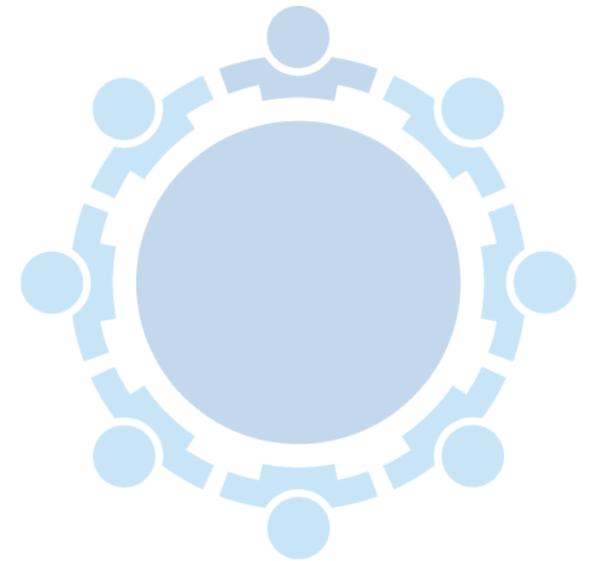
Chairs Development Manager

The independent organisation
for school governors, trustees
and clerks



Programme

1. Principles of Succession Planning
2. Modelling – what does good chairing look like?
3. Culture of Succession
4. Barriers to Chairing
5. The Succession Cycle
6. Developing Governors
7. Succession Timeline



Preparing your board for the future

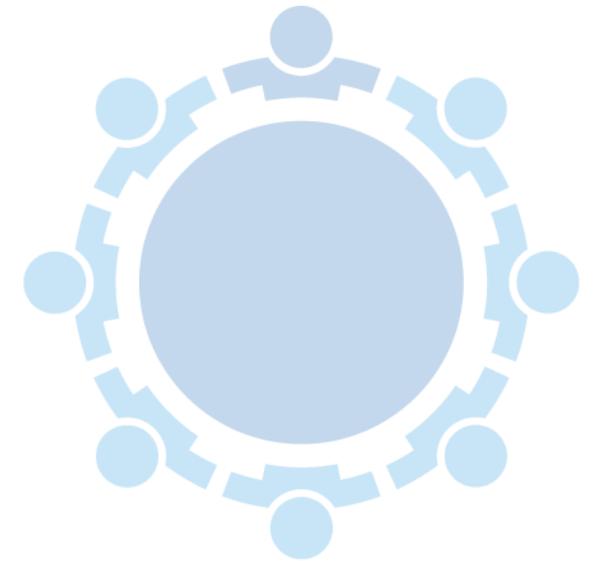


inspiring governance

future chairs

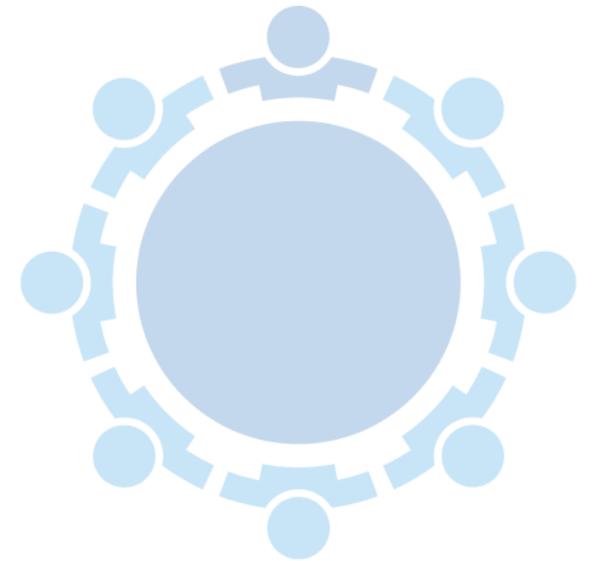


The succession solution
for school boards



Principles of Succession – getting the basics in place

- What is succession planning?
- Why plan for chair succession?
- The regulatory bit!
- The role of the chair



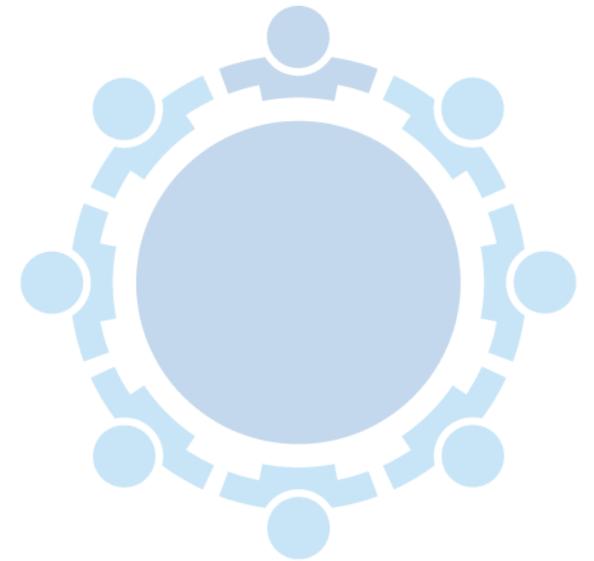
Eight Elements of Effective Governance



Modelling – what does good chairing look like?

Table Discussion

Discuss on your tables what positive indicators demonstrate that effective chairing is in place and identify the 3 most important.



Establishing a culture of succession

1 Reality

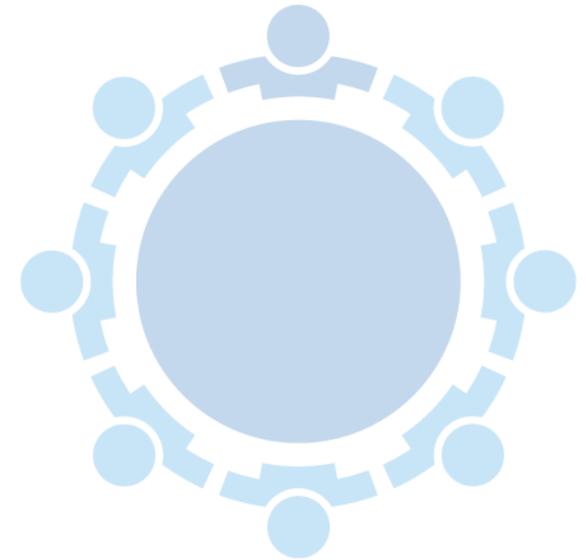
- time
- support
- professionalism
- understanding the role
- leadership
- feeling valued

2 Building the team

- self evaluate
- building trust
- horizon scanning
- get to know each other
- team build
- confidence building

3 A culture of succession

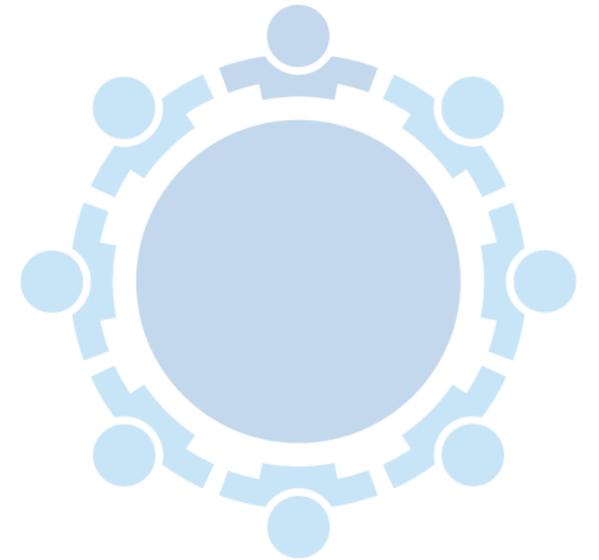
- time for discussion
- long lead in time
- offer opportunities that are not too daunting
- role model



Barriers to chair succession

Table Discussion

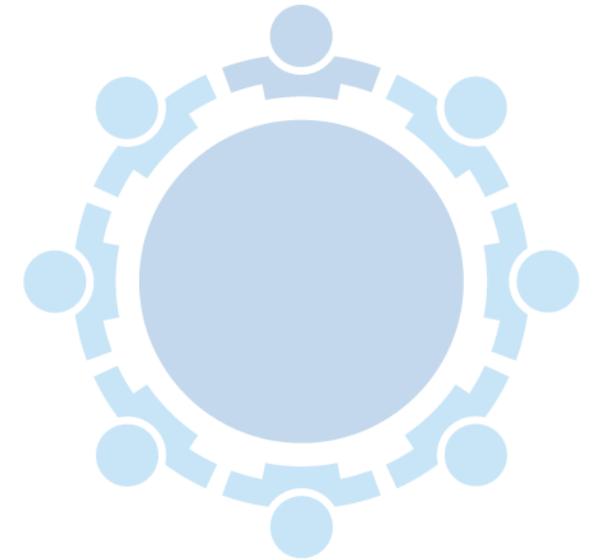
Discuss on your tables what factors deter existing governors from putting themselves forward as chair-elect, and identify the most influential to feedback to the whole group.

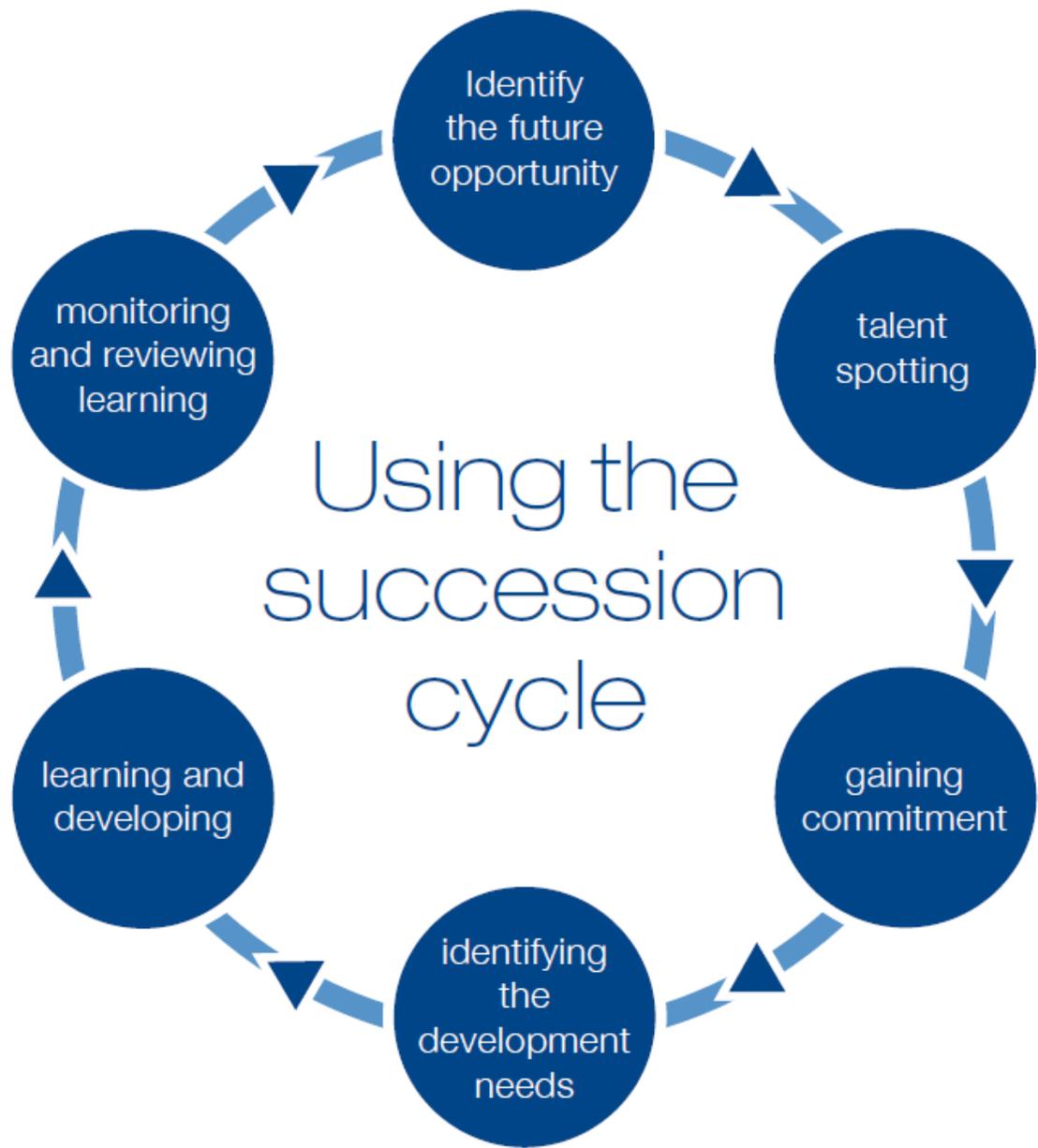


Removing barriers to succession

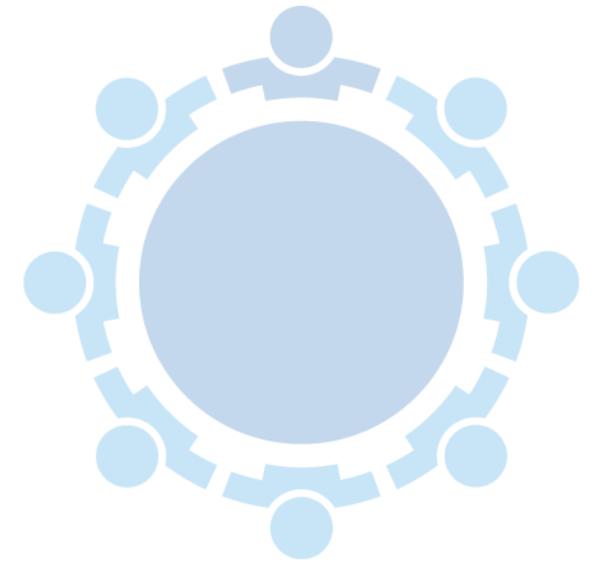
Table Discussion

The most commonly reported barrier to chair succession is time. Discuss ways to make the board chair role less demanding and more manageable in terms of the time commitment.





The Succession Cycle



Developing Governors

future
chairs



The succession solution
for school boards

inspiring
governance

The school governance
recruitment and support service

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Development for
Chairs, Clerks & Boards

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Succession Timeline

A Typical Scenario

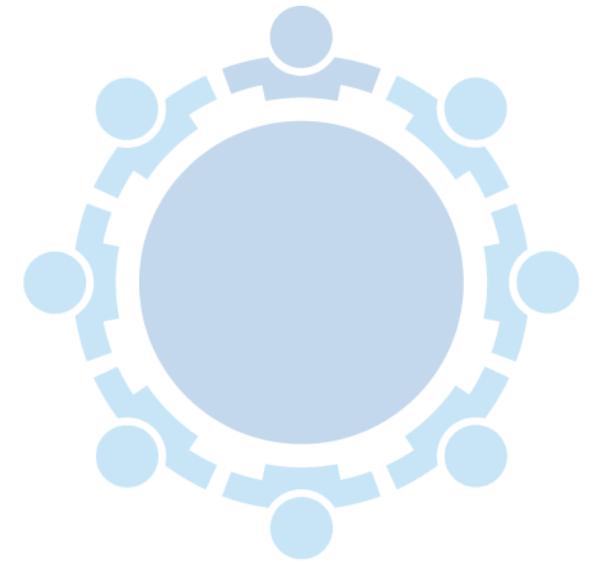
In September 2021 your board's current chair will have served 6 years in post and she has stated that she does not wish to exceed NGA's best practice guidance for time in post. This has recently been discussed at the autumn term board meeting without a clear way forward being determined, as no existing governors expressed an interest in becoming the next chair. This matter will be an agenda item at the spring term board meeting, but there are not high hopes that a governor will change their mind.

Devise a schedule to recruit, induct and train a new governor to be ready to be elected chair of governors in September 2021, including a period of transition with the current chair.



Summary

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One of the things we often miss in succession planning is that it should be gradual and thoughtful, with lots of sharing of information and knowledge and perspective, so that it's almost a non-event when it happens.

Anne Mulcahy

Thank you for participating, have a safe journey home and enjoy your evening!

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